



Defense Integrated Military Human Resources System

DIMHRS: Leading DoD Human Resources into the 21st Century

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An Enterprise Program of the BTA



What is DIMHRS?

- ◆ DIMHRS, the Defense Integrated Military Human Resources System, is the system that will revolutionize DoD human resources by bringing an enterprise-wide approach to the way records are created and maintained for Service Members.
- ◆ Built using PeopleSoft as the Commercial-off-the-Shelf (COTS) product to support development of the system.
- ◆ First phase rolls out in 2008 with integration of payroll and personnel for the Army, Army National Guard, Army Reserve, Air Force, Air Force National Guard and Air Force Reserves.
- ◆ Navy and Marine Corps plans to use existing systems that will fully integrate data with DIMHRS, a plan currently under review by the Department of Defense.





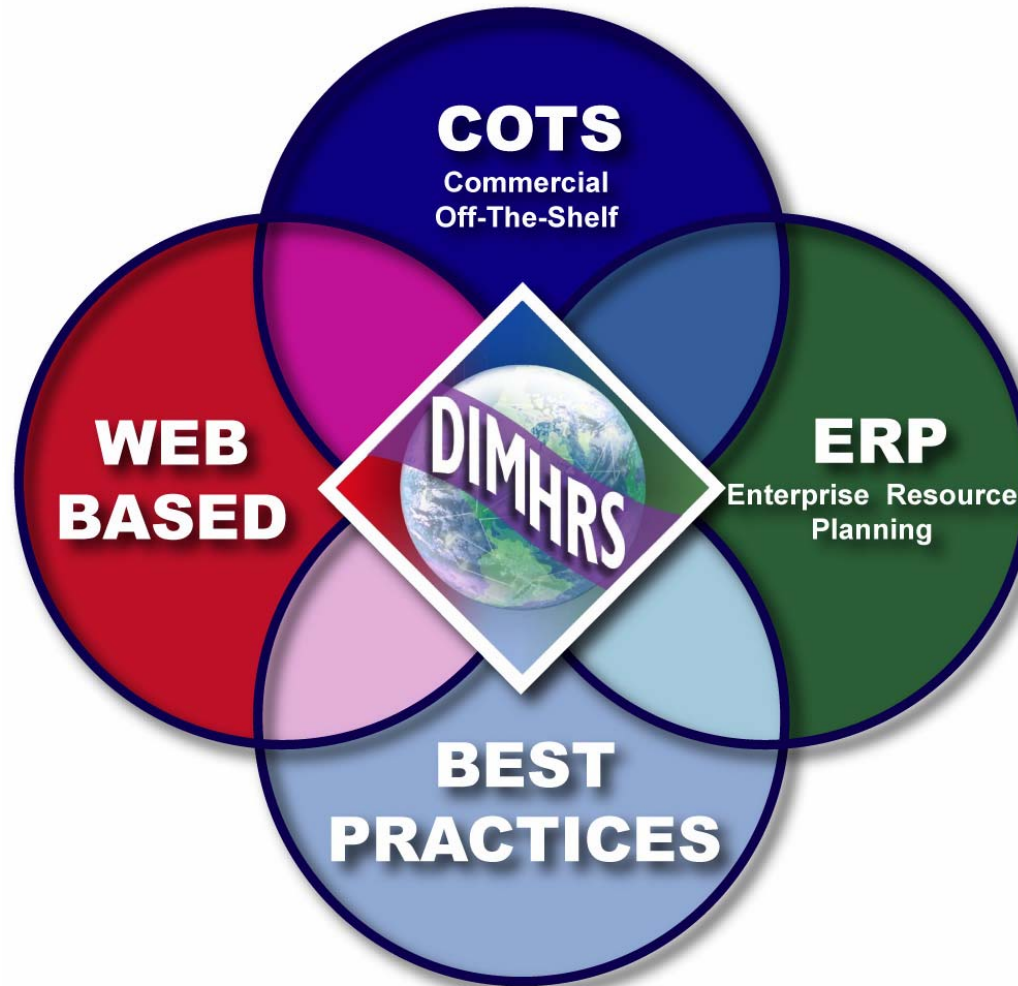
Deficiencies with Current Systems

- ◆ Multiple, disjointed HR systems lead to inaccurate and late pay for Active, Reserve and National Guard personnel.
 - Some personnel experience delays and inaccuracy when the basis for pay changes (deployment to theater, promotion, special pays).
 - Reserve and Guard personnel experience unacceptable delays in pay when mobilized.
- ◆ Service members and their families do not have timely access to benefits.
 - Family members experience delays in getting family support and medical benefits because the systems do not accurately reflect change in member status.
 - Service members experience delays in getting VA benefits because systems are not designed to provide information to VA automatically and manual processes can take months or longer.
- ◆ Combatant Commanders cannot account for personnel in theater or effectively select people with needed skills.
- ◆ Inconsistent processes and data make oversight and management difficult at all levels.





Enterprise-wide Design Methodology



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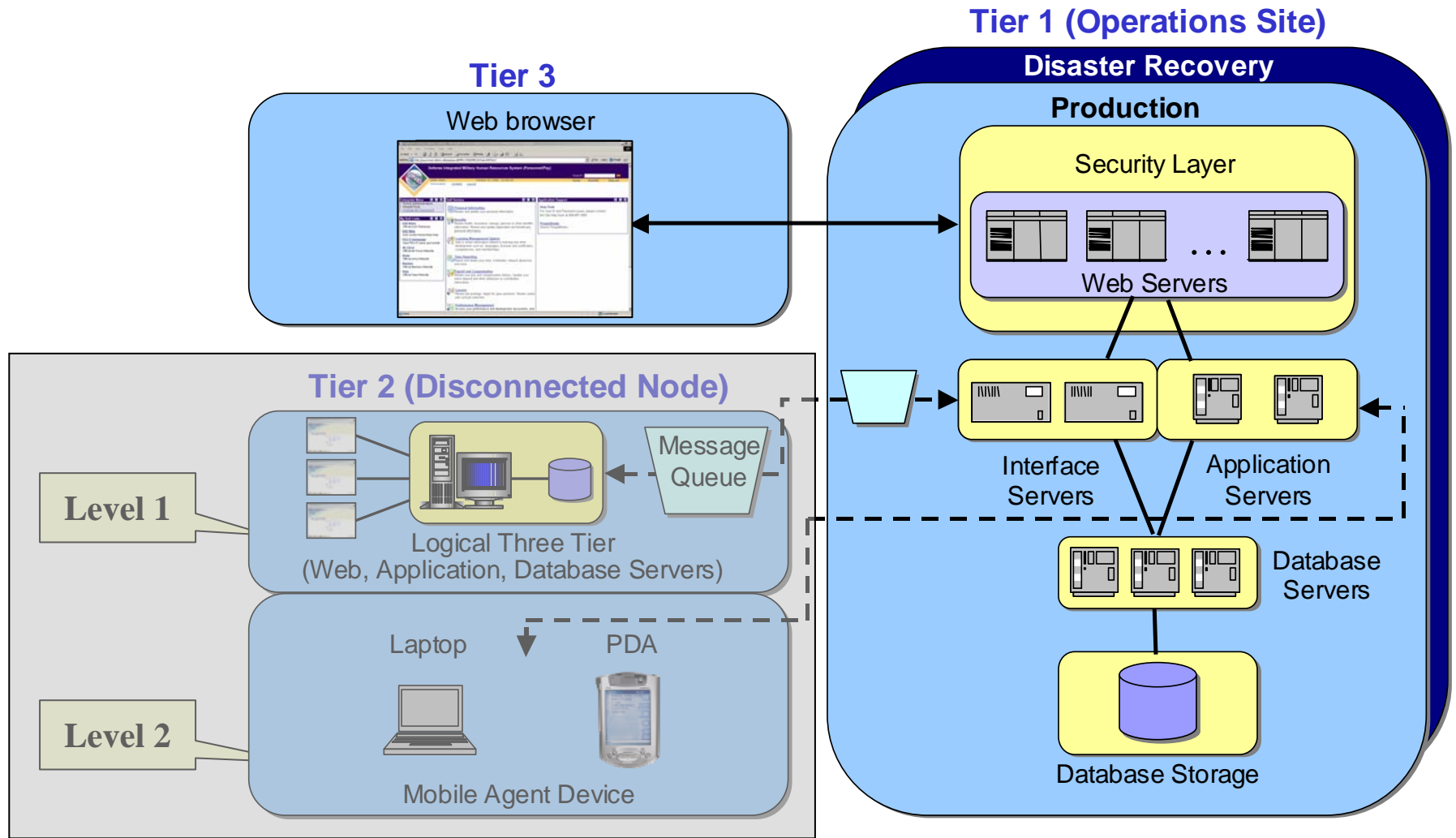
Overview of DIMHRS Capabilities

- ◆ **Self Service:** Brings human resource functions online, meaning less time in line.
- ◆ **One Record per Service Member:** A single record will follow each Service member across their military career, particularly when they are called from Reserve/National Guard status to Active Duty.
- ◆ **Integrated System:** Personnel actions automatically update pay in the same system demonstrating a human resources enterprise solution.
- ◆ **Joint System Helps Joint Commands:** Leadership has real-time information to track troops regardless of location or Service branch.





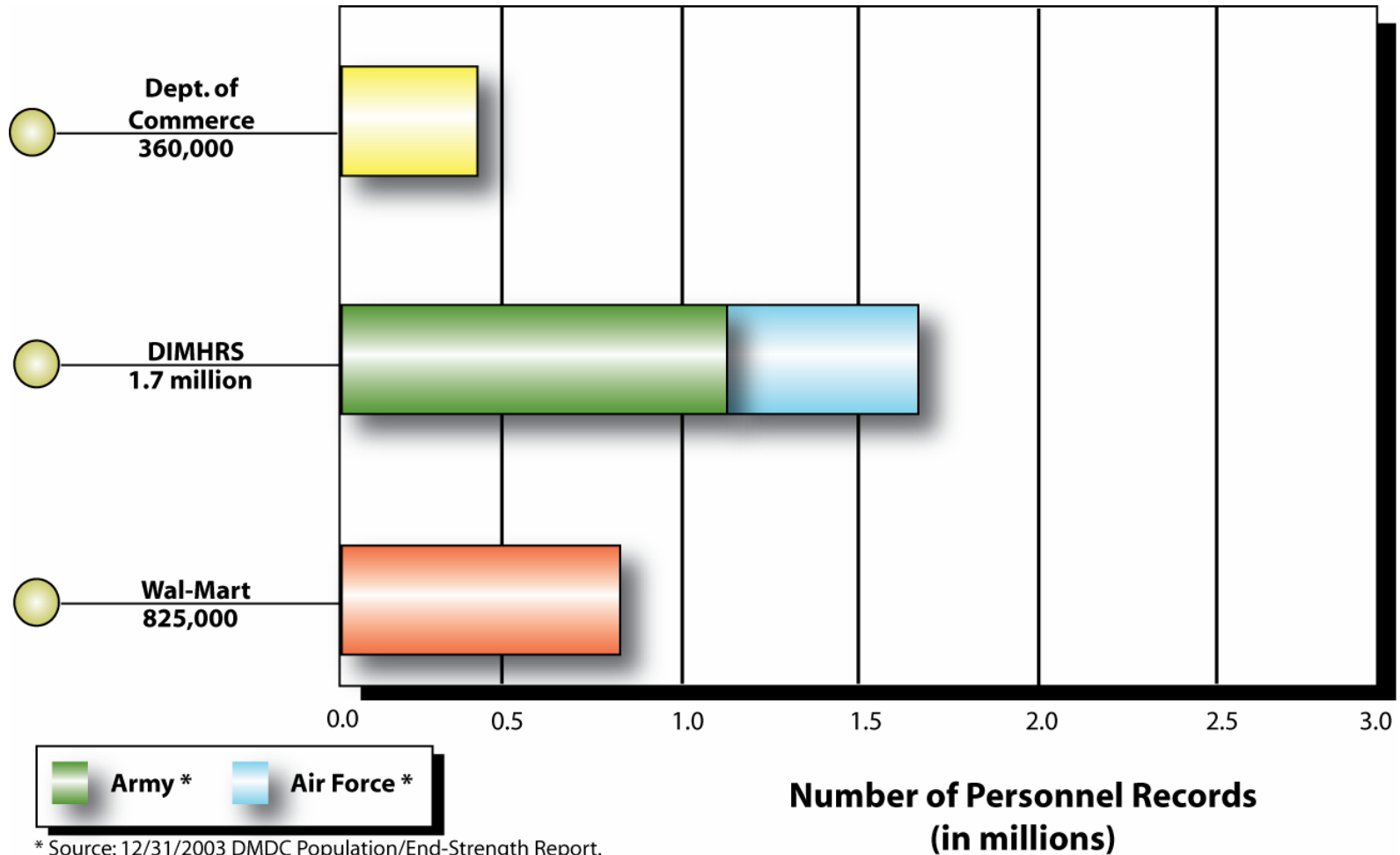
High Level View of DIMHRS Architecture



***At this time, the Army and Air Force do not plan to utilize Tier 2 capabilities.**



Comparative Size of DIMHRS



* Source: 12/31/2003 DMDC Population/End-Strength Report.
Does not include retirees or contractors in theater.



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The DIMHRS Enterprise

◆ DIMHRS 2008 is only the beginning...

- Personnel and Payroll integration for the entire Army (includes Reserves and Army National Guard) and the entire Air Force (includes Reserves and Air National Guard).
- Subsume or interface with over 83 legacy systems.

◆ Beyond DIMHRS 2008

- Inclusion of other Services.
- Introduction of Manpower tracking.
- Eventual integration of Training for a true enterprise-wide human resources system.





DIMHRS Bottom Line

- ◆ Significant reduction of human errors and lost records that negatively impact Service members and their families.
- ◆ Greater ability to locate soldiers and determine where they have served, particularly in joint combat situations.
- ◆ Changing the way the Department of Defense views human resources, creating a more customer-focused approach and using existing commercial best practices to improve service.
- ◆ Exposing Service members to commercial technology that will serve them better when they leave the Service.





For More Information on DIMHRS

Visit

www.dimhrs.mil

for more information
on DIMHRS and the
Service-specific program offices.

